



ANTI BULLYING POLICY

Aims and expectations

As a Catholic school we regard every individual as unique and special in God's family. It is a primary aim of our school that every member of the school community feels safe valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. The school anti bullying policy is therefore designed to ensure all members of the school can live and work together in a supportive way without fear of being bullied. It aims to promote an environment where everyone feels happy, safe and secure. Bullying is action taken by one or more children, repeated over a period of time, with the deliberate intention of hurting another child, either physically or emotionally. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the learning opportunities offered in our school.

This policy aims to produce a consistent school response to any bullying incident which may occur.

The three main types of bullying are:

- physical (hitting, kicking, theft, damage to property)
- verbal (name calling, taunts, ridicule, racist remarks)
- indirect (spreading rumours, excluding someone from social groups, also cyberbullying)

Pupils who are being bullied may show changes in behaviour, such as

- becoming shy and nervous, feigning illness, taking unusual absences
- clinging to adults.
- There may be evidence of changes in work patterns,
- lacking concentration or truanting from school

Pupils are encouraged to report bullying in schools. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

The Role of the Academy Committee

The Academy Committee supports the Principal in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Academy Committee does not allow



bullying to take place in our school, and that any incidents of bullying which do occur are taken very seriously and dealt with appropriately.

The Academy Committee monitors the incidents of bullying which occur, and reviews the effectiveness of the school policy regularly. Committee Representatives require the Principal to keep accurate records of all incidents of bullying and to report to the Academy Committee on request about the effectiveness of school anti-bullying strategies.

The Academy Committee responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Academy Committee notifies the Principal and asks him/her to conduct an investigation into the case and to report back to a representative of the Academy Committee.

The Role of the Principal

It is the responsibility of the Principal to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Principal reports to the Academy Committee about the effectiveness of the anti-bullying policy on request.

The Principal ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Principal draws the attention of children to this fact at appropriate times such as school assemblies.

The Principal ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Principal sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important, listened to, and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Role of the Teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen involving their class and that they are aware of in the school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Principal, the teacher informs the child's parents.

A record is kept of all incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school. If any adult witnesses an act of bullying, they should report the event to the child's class teacher in the first instance.

If any bullying is evident or reportedly taking place between pupils, the teacher deals with the issue immediately. This may involve counselling and support for the victim of the bullying, and a sanction for the child who has carried out the bullying. Time is taken talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, the Principal and the special needs co-ordinator are informed. We also invite the child's parents into the school to discuss the situation. In more extreme cases, for example

where these initial discussions have proven ineffective, the Principal may contact external support agencies such as the LA behaviour support team or social services.

Teachers and support staff routinely undergo training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers and support staff support all children in their class and strive to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. Within the curriculum we increase our children's awareness of the nature of bullying through appropriate inclusion in PSHE and other relevant learning activities, such as circle time, class and whole school assemblies and celebrations.

The Role of Parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Anti-bullying Procedure

The following steps may be taken when dealing with incidents:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.

A clear account of the incident will be recorded and given to the Principal. The class teacher will inform/advise any other staff such as PPA cover/supply teachers/TA as appropriate. Parents will be kept informed by the class teacher and /or the Principal.

Sanctions which are in line with our behaviour and discipline policy will be used as appropriate and in consultation will all parties concerned.

Pupils

Pupils who have reported bullying or have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience and their anxieties with a member of staff
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change

- informing parents or guardians to help change the attitude of the pupil.

The disciplinary steps taken are outlined in our discipline policy. In addition the following sanctions may be implemented:

- official warnings to cease offending
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

All exclusions will be implemented in accordance with the procedure outlined in our Behaviour and Discipline policy and in accordance with current LA and DfE guidelines.

Monitoring, Evaluation and Review

This policy is monitored on a day-to-day basis by the Principal, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the responsibility of the Academy Committee and they review its effectiveness annually. They do this by examining the school's records, and by discussion with the Principal. Governors analyse information with regard to gender, age, disability and ethnic background of all children involved in bullying incidents.

Date: Autumn 2016

Review Date: Autumn 2018